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#119 NOTES,
VARIOUS MEETINGS

1. General and Particular
Notes on the History
of the City of London and its Neighbourhood
from the Earliest Times
to the Present
Time
by John Stow
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When should you
not work
When you are sick
compete with your
don't
Professional Organizing
with competitive rates
for collecting money

Organizing strategy to Collaborate With
 33, RHA
 Launch a community boards (NYC)
 Connect with RHA as super power, i.e.
 the first
 NYRHA will talk with city and
 city groups, as a question to form
 effective & production of network for
 HHS at state and local levels
 i.e. legislation, then, down to
 focus the included
 • Explain "ways to communicate and
 encourage others" "Blue Collar
 organizations" - ^{police, firefighters, RHA} - ^{NYC} RHA, NY
 AFL - CIO, 9 Govt. unions, etc.
^{organize and share their goods}
 their might assets and if we can do
 from there
 • Special Interest groups such as Bay
 Area Health Center, Fairview, etc.
 in their response to AIDS - maybe
 could learn from them
 • Explain and extend into groups
 that have medical clout - ^{unions}
 and Madison Ave. to emphasize
 public messages

Org. may. then sent to Salvadoran
H.P.N.Y.S.
League of Voluntary
Hospitals (N.Y.S.)
should, not develop
relations with any other
competing labor groups.
(i.e. I.L.F., N.Y.S.T., N.Y.P.R.)
Factional or openly hostile
groups or those not willing
to work together should be
left out.
p45

#119 NOTES, VARIOUS MEETINGS

From: Frieda Ramada
July 8th mtg.

RAMADA INN

Monday 8th. Agendas mtg. 6 M. PM

1. Conventions. Review

(a) Administrative aspects went well

(b) Mentors & Depts

(c) Communication flow delegates generally pleased

One problem BOD perspective - motions Pa
not informed prior to

case from Mr. B.

Invitations to join Pa in mtg. to Beverly Smith

(d) Candidate Interviews

(e) Problems & Process

(f) May need more time for reporting - 30 mins

(g) NYCHA interview guide not followed

(h) Composition of Committee

(i) Motions to delay Bylaw Implementation

Invitations from B. Cathcart

mtg. to B. Smith - Mr. Orr aware of

Request to Dr. Cibaum - subsequent phone call

at concern of Mr. Orr to be included in mtg.

advance motion to BOD re impending motions

(j) COAR open Forum Albany Session

Process

Mtg. of delegates @ Conventions

(k) Committee to Elect

re-activate over summer

may or fund raised at convention

Before we proceed to future activities - Have one question related
to past - Executive Sessions of BOD

Had we agree that you would focus only on ques. posed to you
by BOD

RAMADA INN • 1226 Western Avenue, Albany, New York 12203 • (518) 489-2961

RAMADA INN

Write address

January

1 vacation July

Summer 89

Mtg. - Leg. Council & Key Players

Reg. Education Bas v. LPH & A. D.

Unions (DS 37) Letter out

✓ Prather at Time Agenda

✓ Feedback - Strategic Planning / Consult. and Dec.

✓ Let off. Update on new hires Applications for Ed. Position

Future Actions - NP Ball

✓ Student Communications - Rafferty

88-89

✓ Mentor Program

Strategic Planning Process

✓ Liaison Activities 403 COAR ARDEN HOUSE

✓ Schedule - Meetings - Anticipated

✓ Programs - Conventions '89 - Hearing Impaired

July BOD mtg

1) Enclosure mat in mtg. motion

2) Consortium Report - Final Approval

(a) Distrib. of letters

Planning for 5/22. MOSNY meeting

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#119 NOTES, VARIOUS MEETINGS

NYC Coalition
Exec Conf - Sept 14-15 2007

X
ALBANY HILTON

NOTATIONS: Yours 9/14

1. Yours memo - copies to Neatly
2. Submit correspondence
3. Answered Neatly
- ✓ 4. Check to Neatly

Discussions Cont'd from phone conversations of 9/18
Three statements

1. Gracely, those letters - you think the problem is the way
persons who should speak for the associations
Letters were already sent to legislators - did not get copy
a) I did not get copies
b) Consider response as approp. if we press.

✓ c) Letter to Neatly in Rfla: recog. on leaders - need to
give + feedback points to minority members -
did not get copy of any response from you

d) G. Egan, New York - had written directly to me

✓ e) we talked about Neatly - need some follow thru, done

✓ f) Hottelried - returns letters - done

What is Neatly issue related to correspondence

1. do you believe Pres. should not write letters?

2. do you want all correspondence cleared with you?

(4. You are insensitive to staff needs)
a) I understand

3. You are the only president who has been so active

HOW CAN THIS NONSENSE STOP

ALBANY HILTON • State & Lodge Streets • Albany, New York 12207 • 518-452-6611

#119 NOTES, VARIOUS MEETINGS

353 9121

3'

NOTES

Cash

Young Holiday

US AIR

Rites

Connie Vance

9/16 us air

Oct. 1

at

mon 11/9

829 5:30 pm 6:01 8:00
F1 125 7pm sun 9:00 9:00

Buff → San Fran 142.60

San Fran → Seattle (83.41)

Seattle Buff → 170.37 (376)

1:30 pm

~~345.38~~

31.12 tax 8% / 0

407.
100
307



New York State Nurses Association
Convention Oct. 31-Nov. 3, 1968
Lake Placid, N.Y.

#119 NOTES, VARIOUS MEETINGS

Legislation
Broad general message to all
legislators before bills are
introduced - State & may be
favored of majority legislation

Why I diff of
my practitioners

Masullo 9/1

Why did not get into message
across

Most calls favored the bill

Why did Lombardi support bill

You need to influence him

he will talk to Masullo

Valter
not aware of my position

#119 NOTES, VARIOUS MEETINGS

Kathy Johnson: Leg. Program
1. not planned
2. cost of
3. more than could be
done - updates
no upds made
those involved would
not know what to do
confidential - if not
845-3526

NOTES

Schuninger SPEAK LOUDER AS VOICE OF NURSING
everything OK, colorful materials
Jesse - nursing not together

Hueber - can legislation be amended to make
clear to NYSNA - did not know we opposed

Leiffer

feel lobbying efforts OK
explain to legislators - (1) why nurses do
not all agree on various issues (2) make
a point of saying that we are really no
different from other professions (i.e. M.D.s)
did not agree during malpractice crisis

Walker

Assoc. does not make its position clear
to all legislators. He has not been
contacted by local or state representatives
Legislators caught between two opposing
sides



New York State Nurses Association
Convention Oct. 31-Nov. 3, 1988
Lake Placid Olympic Center

#119 NOTES, VARIOUS MEETINGS

Short Term Goals

1. increase visibility of RWA and its membership
2. NYAMA in legislation
3. coalition of nurses working with Congress
4. Designate for Pres. Elect. under Vice President

Wright -

Johnson -

W. W. W.

Human Rights Council

Pol. of M. H. B.

Constitution - C. B.

Pres. of Treat

Finance Comm.

Agreement &

Evolution

Warming Law Regs.

Pres. of Law Regs.

Dr. J. J. J.
J. J. J.
J. J. J.

Send Postcard
Ellen
Peter
Miller

Long Term Goals

1. Support other health legislation
2. Coordinate position of Vice President
3. State Association as federation of local districts
4. Society of Nurse Leaders into professional association
5. Council working with key health service groups
6. develop coalition of medical care - health groups &
7. Early Legislation passed
8. Improve Relations to Nurse Practitioners &
9. Membership within RWA & some members
10. Coalition of Patient Nurses &

Initiation

1. Contact Local Legislators

Wright

John Walker

Chaffin

W. W. W.

Contact Business Leaders

Read Vice Strong Var. W.

develop contacts for room 712

#119 NOTES, VARIOUS MEETINGS

Review to discuss with the members

1. Review of governing member board - Edw. Price to sign

2. Legislation

a) thorough info getting info to districts

Review no longer in practice

b) change award system - every 2 years

Consumer recognition

Kitchen Cabinet

- Eura Lennart

Rita Wierzbicki

Comics Vance

Guadalupe Fleming

Nursing Administrators - How to regain their support

Black & Puerto
Rican Caucus

1101 15th St

Suite 203

15th & 5th

reservations then an assemblyman

a) if we should get a table - ask leg
committee to take a few tickets and

go

c) ask district leg committee to participate
particularly 13-14 Albany area

d) do evaluation indicating strengths
weaknesses - should we continue ^{which} _{more need}

#119 NOTES, VARIOUS MEETINGS

Suggested agenda for meeting with Dr. David Axelrod

December 14, 1987

Thank you for opportunity to meet. Our purpose is to discuss the nursing shortage and our 1988 Legislative Program.

1. Nursing Shortage:

We appreciate the opportunity we have had to participate in the Labor-Health Industry Task Force. Undoubtedly there will be a number of strategies that come forth as Task Force recommendations. We also have ideas and suggestions that the products of our Arden House conference in May, and would like to discuss these. *Will this report influence the decisions of the task force?*

Need for Accurate Data

a. (JKH) There is a real need for data on the extent of the shortage and the availability of part-time or unemployed nurses. This would help us all in targeting our recruitment efforts. We understand that the 1985 licensure survey data have not been analyzed because the Department of Education and State Board for Nursing do not have the financial resources to do the analysis. Is there any way that Dr. Axelrod could facilitate getting those data analyzed and made available?

Need for Scholarship Support for Nursing Students

b. (JKH) There is general consensus that scholarship support for nursing students is inadequate, particularly for baccalaureate education. We met recently with Chancellor Barell to discuss this situation, and are hopeful that some kind of expanded scholarship program will be put in place before the fall term. Could Dr. Axelrod share any information concerning his expectations on this matter. Note that we have prepared information concerning the existing support of nursing education including scholarship programs. Nursing is notably underfunded in comparison with other health care students in the state.

Need for Retaining Nurses Currently in Practice

c. (MLO) In our view, the "pipeline" will be unable to deliver enough nurses in the near future, even if support for nursing education is achieved. Therefore, we also have to concentrate on keeping the nurses we have in practice.

* Salaries of nurses are rising, but hospitals claim that the current reimbursement formula will not permit significant improvements in salaries. Is there any possibility that NY could consider a strategy such as the temporary rate increase granted by New Jersey? Alternatively, is there any possibility of using the nursing intensity weight data as a part of the DRG model?

* The most urgent problem is dealing with staffing levels that are dangerously inadequate. Hospitals are very reluctant to consider even temporary curbs on elective admissions, much less temporary bed closures. Our impression is that this reluctance comes from occupancy requirements tied to reimbursement methodology. Is there any possibility that such requirements could be reviewed with the possibility of relaxing those requirements?

* Nurses are complaining that the regulatory requirement is complicating their lives. The new incident reporting requirements, for example, are resulting in nurses being disciplined for such staffing-related situations as giving medications late. The nurses are feeling victimized by a system that cannot supply sufficient manpower, demands that they work beyond their capacity, and then punishes them for their inability to manage. Paperwork requirements related to discharge planning are another example.

1988 Legislative Program

(JPM) Our legislative program for the coming year has some changes which we would like to discuss.

- * Entry into Practice
- * Legislative support for nursing education

* Protection of the Nurse Practice Act: We are quite concerned that the recommendations of the labor-Health Industry Task Force NOT include provisions for sunseting or for institutional licensure. We would like Dr. Axelrod to understand that any such recommendations would be completely unacceptable to us.

Kenedy Bill

NP Issues

1. Support of prescrip. privileges
2. Consider oblig. to NPS
3. working. E JBN + HD → approp. legislation

Sunset Laws

1. Expense

2. Leads to

3. becomes vehicles for political

APNs - what are potential limitations
1. Approp. for APNs to expand their functions

#119 NOTES,
VARIOUS MEETINGS

Martin L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-8371

December 23, 1987

Dear Colleague,

This letter comes to alert you to the impending final report of the New York State Health Department's Labor-Health Industry Task Force on Health Personnel. This task force was assembled in June by Dr. Axelrod's office ostensibly to study shortages in all categories of health personnel. However, it quickly became apparent that the nursing shortage was to be the primary focus of the Task Force.

In addition to the Task Force there were five sub-committees. NYSNA is represented on the Task Force and on the sub-committees. The final report of the Task Force is expected to be completed before the end of January. Although there is some good news to be expected in the report including increased scholarship assistance for students and strategies to improve the compensation and benefit packages of experienced nurses, there is much in the report that NYSNA disagrees with and is concerned about. Although a concerted effort has been made in the Task Force and sub-committees, NYSNA has not been able to influence a pervasive and, we believe, detrimental trend to dismantle current safeguards for the public good.

There are three proposed recommendations in the recent draft documents which concern us the most. These recommendations represent a significant challenge to each individual nurse and the nursing profession at large.

One authorizes the Commissioner of Education and the Commissioner of Health to declare a "health personnel emergency" for specific licensed occupations. Auxiliary personnel would be permitted to carry out services ordinarily provided by licensed personnel. In addition, there is a suggested provision for challenging professional examinations for licensure without the standardized curriculum.



-2-

The second addresses a proposal for demonstration projects which would permit hospitals and health care institutions to utilize licensed health care personnel with greater flexibility. There seems to be confusion on the part of Task Force members as to the exact nature of these projects, but in our opinion this recommendation potentially promotes the concept of institutional licensure. We have reminded the Task Force on innumerable occasions that practice acts have as their first objective protection of the public and that the citizens of New York State will not be served when common standards for quality care are lacking and when there are differing qualifications for health care providers from institution to institution.

The third recommendation of concern addresses periodic reassessment of scope of practice requirements and other regulations which may be barriers to the utilization of health professions. In our opinion, this recommendation would put into place the opportunity to "sunset" the Nurse Practice Act. We have shared the disastrous and costly experiences of other states when sunseting has occurred, but to this point our input in this regard has been ignored.

Since the proposed recommendations from this Task Force are of such serious dimension, NYSNA wanted to apprise you of the upcoming final report. It is our expectation that some of the recommendations may be highlighted as early as January 6, 1988 in Governor Cuomo's State of the State message.

In addition, regional open hearings are being considered. According to the Health department, a final decision about hearings has not been made. If held, they would probably be in February or March.

NYSNA urges you to join with us in our efforts to preserve and protect the health of New York State citizens. We must not let others, in their zeal to address the immediate shortage of today, dismantle the standards for quality assurance that have taken decades to develop.

Please listen to Governor Cuomo's address and let him know your opinions about the recommendations. Be prepared to attend and testify at the open hearings, if held. In any event, we will keep you informed of needed actions after the final report is published.

Please contact us if you wish further information. Best wishes for a happy and healthy New Year.

Sincerely,

Juanita Hunter

Juanita R. Hunter, EdD, RN
President

JKH:k

#119 NOTES, VARIOUS MEETINGS

Memorandum: Juanita K. Hunter
President

From: Martha L. Orr
Executive Director

December 7, 1987

This will respond to your request for a briefing paper on the Association's current initiatives to address the nursing shortage in a short-term perspective.

Basically, we are operating on the assumption that there is not a large pool of unemployed nurses to which recruitment strategies could be addressed. However, there is no current data which we can use to validate that assumption. As you know, the State Education Department's State Board for Nursing has not had the resources to analyze the 1985 survey data, so no statistics on part-time or unemployed nurses is available. Therefore, one strategy should be:

Discuss with Dr. Axelrod and Dr. Megel the need to acquire and analyze statistical information on the number of nurses licensed and employed in the state. The 1985 information should be analyzed immediately in order to target recruitment strategies.

Other strategies are derived from the assumption that retention of presently employed nurses is threatened by adverse conditions in the workplace. The shortage of nurses is creating intolerable working conditions for employed nurses, many of whom are reaching the stage of willingness to quit working or of opting for other types of employment. Again, we have no exit data regarding the number of nurses who are "retiring" or seeking employment outside of nursing. The following strategies address improvement in the working conditions of employed nurses:

1. Wages: Higher wages and improved benefits may induce nurses to remain in the workforce. Therefore, efforts must be addressed to improving salaries and benefits. The Economic and General Welfare program is actively working to reopen contract negotiations on existing and expiring contracts to address those issues.

Nurses who are not represented by the Association will benefit from the contract improvements through the normal supply/demand competition of hospitals. However, we will continue to publish the salary gains of our contract facilities through press releases and our publications in order to disseminate this information as widely as possible.

A major deterrent to the improvement of salaries and benefits is the current fiscal status of many health care facilities. Therefore, other strategies must be developed to address hospital reimbursement and finances.

Specifically, we should talk to Dr. Axelrod about using the reimbursement methodology to improve the financial resources of hospitals willing to "pass along" such monies to the nurses. Note: New Jersey has already adopted a temporary reimbursement rate increase to address this problem. We should also explore with Dr. Axelrod the current status of incorporation of the nursing intensity weights into the DRG reimbursement formulas.

2. Non-nursing functions: Clearly, the impact of the nursing shortage has been worsened by cutbacks of support staff. Again, hospitals should be encouraged to look at support positions as a means of relieving nurses of unnecessary functions. A letter could be sent to all health care facilities and to the Hospital Association suggesting this option.

3. Hospital responses: Among the most troublesome problems is the hospitals' responses to critically inadequate staffing situations. Hospitals are routinely employing per-diem/agency nurses at much higher rates of payment than staff nurses receive. Obviously this encourages staff nurses to leave full-time employment for the option of working for these agencies. Although this response may address an immediate employer need, in the long run it will fuel the shortage of full time nurses. I have no immediate strategy to address this problem.

4. Control of workload: If there is no immediate solution to the supply of nurses, other strategies must be developed to cope with the demand for nurses. The Association is exploring the most appropriate means for seeking temporary closure of beds and/or reduction of patient census. Two specific strategies should be implemented: (a) Request a meeting with the Association of Hospital Trustees to explain this possible response to the crisis; (b) Discuss with Dr. Axelrod the possibility of relaxing occupancy standards as they are tied to the reimbursement methodology.

Another set of strategies derives from our observations that currently employed nurses desperately need support to cope with the shortage and demands on them. There is probably some room for improved productivity of available nurses, but not if they are so abused by mandatory overtime, etc. that they cannot work efficiently. A variety of strategies should be discussed:

1. Nurses in supervisory/management positions should be asked to consider working "alongside" the staff in appropriate ways. For example, mealtime and break relief are critically important to overextended nurses. Perhaps the Functional Unit of Directors/Associates could be asked to address the need for this kind of support in a letter to their peers. The functional unit of Direct Care Practitioners could probably provide other suggestions.

2. Protest of Assignment/Refusal of Assignment.

#119 NOTES, VARIOUS MEETINGS

Unfortunately, this vehicle is being used by nurses in an attempt to pressure Hospital Administration into action. Many nurses understand full well that there are simply no nurses to be supplied, but they are attempting to document conditions which may later become an issue in any disciplinary procedure. Again, our best strategy is to analyze the data from these forms, and to use summary data in discussions with the Health Department and Hospital Trustees to support temporary bed closure, deferral of elective admissions and procedures, etc.

These strategies, in summary, are as follows:

1. Ascertain the availability of part-time nurses or licensed nurses working outside of the profession.
2. Improve the salary and benefits of currently employed nurses in order to retain the present workforce. Investigate hospital reimbursement options to improve the available resource base for this purpose.
3. Pursue available means of decreasing the workload of nurses by reassigning all non-nursing duties to others.
4. Pursue available means of reducing the patient demand in hospitals by temporary bed closure, deferral of elective admissions and procedures.
5. Identify appropriate means of supporting the nurses in ways which reduce their frustration and anger.

#119 NOTES, VARIOUS MEETINGS

C&H P. Report - Status

General acknowledgment of document as often with future
in mind with some practical political considerations

Membership Issues may be major controversial area

Others - Congress of Nursing Economics

Commission on Economics and Prof. Security

Institute - C.B. Progs

Chair - Committee on Ethics / Human Rights

Staff Nurse Council

Change of Council HOD mtg to Biennial

Every new Report main matters must go through
Reference Committee

(Reduction) of Bylaws to "structural minimum" - 5 details

placed in policies / operating rules - + control of HOD

+ control of Bd $\frac{2}{3}$ by lower majority vote for
policies would create concern for stability of org.

#119 NOTES, VARIOUS MEETINGS

Enrollments down

* Increase in fee
from NYSDA each

22/1/16

5 docked

3 Certif prog. practitioners

Comm. Statistics reports next 5 yrs more demands for LPNs
NYSD - CGFNS + NCLEX C

CGFNS - all foreign nurses who passed NCLEX will get approved to practice
in NY 5 taking CGFNS

CNATS - Canadian nurses

1992

Child abuse law proposing to curriculum. Requirement of 3 hrs on child abuse
course content is included in bill

? review of mandating curriculum changes - seen as backward step
Born for contin educ.

Board for Nursing: Guidelines

RN present @ premises where LPN

Supervision of RN shall represent one limited ward which was in smaller
limited permit - Supervision on premises where
nurses services are provided for holder of limited permit

Contin Competency presented to Board of Regents
will have hearings across state

Law. Legislation

Bill allow grant to NY prog \$1000 for course directed @ strengths weaknesses
1500 800 of course fee

Bill schol. for LPNs

Proposed \$250 Regents to one time lump sum

Bill provides scholarships to anyone who wants to enter nursing

Boo Allen State Ed. look @ all licensure exams - look @ all exams
what are impl. for NCLEX

Nurse Practitioner Handbook

#119 NOTES, VARIOUS MEETINGS

Report of Selection Committee

11.15.1175

- Commendations for Response to Labor Health Task Force
- indicate mutual activities of both groups
monitor legislation
- Clarification of examining curriculum for concept of generalist specialist.

• Reviewed last August Conference on entry

General agreement that Ad. educators would accept either better transfer of credits - continues to be a problem
apparent to grandfather of LPNs

• Text Dialogue Should Continue

Look @ what is happening across country

• Leg Committee

- reviewed outcomes of Conference
- discussed pros and cons of withholding entry
- Leg Agenda highlights Commission Advisor rep
Status Entry

• Need for a summit sponsored by Council of Deans
on Nursing Shortage

mtg. @ Home

Shortage Scholarships Salary Recruitment

Input from General M^c Clelland re faculty salary problem
Robert Turner for proposals for Council of Deans to
pass on at meeting with General Curran:

1) Money needed to be pumped into school

Faculty are underpaid and leaving
Qualified people are not choosing a faculty role
due to the low salary.

Schools cannot admit all of the qualified people
who apply because the faculty resources are
too limited (not enough instructors)

2) Schools are down to the bare bones in terms of
resources (people + \$) but cannot do the regional
recruiting that is needed to help end the nursing
shortage.

Proposed solution:

In a past shortage the Division of nursing granted capital
money to schools of nursing with minimal overhead and
capital investment. Schools could use the funds to
add faculty, to fund faculty development, or to
buy equipment. Would like to suggest that
the Government do something like that for 4-5
years and that such a program would help
schools turn the corner.

Additional comment re NCEX & presentation

Due to inadequately prepared students entering (poorly
educated in secondary schools)

Nursing not the only field with this problem currently

Disturbed

#119 NOTES, VARIOUS MEETINGS



March 14, 1989

Lenora J. McClean, Ed.D., R.N.
Dean
School of Nursing
SUNY, Stony Brook
Stony Brook, New York 11790-8240

REGARDING: 4/10/89 MEETING OF THE
NEW YORK STATE COUNCIL OF
DEANS

Dear Lenora:

I read your memo to Council of Deans membership concerning the meeting with Dr. Lucille Joel, President of the American Nurses Association and the next joint council meeting scheduled for October 10, 1989. Enclosed in the packet were copies of letters sent by you to Dr. Juanita Hunter, President of the New York State Nurses Association and to Dr. Lucille Joel, President of the American Nurses Association. Due to scheduling conflicts, and my inability to rearrange an important conference taking place on April 10th, I regret that I will be unable to attend the Council meeting.

Although I was not present for the afternoon session of the last Council of Deans meeting, I was very dismayed by your letter to Dr. Joel and I want you to know that I am not interested, as a member of both the New York State Council of Deans and the New York State Nurses Association, in starting another organization to affiliate with the American Nurses Association. I am also very concerned about the separation between the New York State Nurses Association and the Council of Deans.

I would appreciate a telephone call from you, in order to discuss this matter. I feel that you should be aware of my concerns about the content and tone of your letter to Dr. Joel. I think it is so negative for the NYSNA, that it can only serve to widen the gap between the two organizations instead of moving towards mutually accepted goals.

I look forward to hearing from you.

Sincerely,

Pete Reis

Pete Reis, Ed.D., R.N., FAAN
Dean and Professor

cc: Carol G. Wolahan, Ed.D., R.N.

cc: Lenora J. McClean, Ed.D., R.N.

cc: [illegible]

cc: [illegible]

cc: [illegible]

*Letter to Joan
Poulson class
discussions of Joan, new way on
study possibility and get guidance
from Dr. Joel
Lenora Kaczmarek
want to explore what options
we have*

*Hunter
425 E 25th St.*

#119 NOTES, VARIOUS MEETINGS

Council of Deans of Nursing Senior Colleges and Universities in New York State

February 17, 1989

Juanita K. Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Juanita:

Having been in touch with you earlier by telephone to convey the outcomes of the joint meeting of councils of academic administrators I want simply to confirm in writing the directions given to Jackie Perley and me as presidents regarding the positions on initiatives of the New York State Nurses Association.

Foremost, it was decided at the January 20th meeting that the two councils will not support any proposals on the entry into practice issue this year. Our rationale is that the issue is so divisive of nurses and so repugnant to legislators, commissioners, and our other publics that time and energy will be better spent on initiatives that may benefit all nurses.

In order to formulate initiatives the councils formed three sub-committees to 1) explore future directions of the organizations, 2) examine current nursing curricula and propose new configurations of nursing studies, and 3) identify public and legislative initiatives which may require development or support.

Dr. Lucille Joel, President of the American Nurses Association will meet with us on April 10, 1989 in response to our request for her guidance. You are invited to attend this meeting which will be held at the Hunter-Bellevue School of Nursing, First Avenue and 25th Street. I know Lucille would like you to attend. Jackie Perley will attend as well.

Finally, the position taken by the councils in no way precludes any other activity by members who are also members of the New York State Nurses Association.

I do believe the spirit of cooperation between the two councils is at a very positive point in a long process and I, too, hope that we all can find ways to work together productively in the future.

Sincerely,


Lenora J. McClean, Ed.D., R.N.
President

LJM:11

*Reaction to NYSNA
expanded membership
or estab. an ANA
Affiliate
COAR*

Martha L. Orr, MM, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

March 31, 1989

Lucille A. Joel, EdD, RN
President
American Nurses' Association
2420 Pershing Road
Kansas City, MO 64108

Dear Lucille:

On behalf of the NYSNA Board of Directors, I wish to convey our Board's expressed concerns about the February 16 letter sent to you by the Council of Deans of Nursing: Senior Colleges and Universities in New York State and your response to that letter. The Board has several concerns related both to the letter and your response.

Specifically, I did not have an opportunity to discuss the issues discussed in the letter with you before you accepted the invitation to attend this meeting. I believe this procedure to discuss politically sensitive issues with states before accepting invitations is now established ANA policy. Secondly, a discussion of the letter with you and the appropriateness of your attendance at this meeting could have prevented hostile responses to your acceptance of this invitation. And third, the potential for even greater misunderstanding, negativism and conflict between our organizations could have resulted from such a meeting with explosive agenda items not generated to all parties involved.

Now that this letter and the purpose of the meeting have been reviewed by the NYSNA Board, the Board affirms that discussion of a new organization by this group would be premature and inappropriate at this time. I will come prepared to discuss NYSNA's position on the membership issue and the Board's response to the COAR recommendations. I trust that you can appreciate the sensitive nature of the letter and the response of our Board. I trust that now our meeting will be productive.

Sincerely yours,

Juanita K. Hunter, EdD, RN
President



#119 NOTES,
VARIOUS MEETINGS

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

DRAFT

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

DRAFT

March 31, 1989

Judith A. Ryan, Ph.D., R.N.
Executive Director
American Nurses' Association
2420 Pershing Road
Kansas City, Missouri 64108

Dear Dr. Ryan:

The Board of Directors of The New York State Nurses Association has asked that I communicate to you this Association's concern about recent communications between ANA and the Council of Deans of Nursing: Senior Colleges and Universities in New York State.

As I understand the direction of the ANA House of Delegates, invitations to the ANA President to participate in an official capacity in meetings within states would not be accepted until consultation with the State Nurses Association of that state had been made. In the instant case, such an invitation was made to the President of ANA to meet with the Council of Deans. The letter of invitation itself revealed that the proposed agenda of the meeting included consideration of possible means to establish another organization of nurses in this state, and further indicated that this request arose from certain concerns and dissatisfactions of the Council of Deans with The New York State Nurses Association.

Regrettably, no consultation with NYSNA concerning acceptance of this invitation occurred. In fact, Dr. Joel's planned participation in this meeting was not even listed on the printed notification of the President's calendar, nor was a second scheduled visit to one of this Association's constituent district nurses associations listed. That this communication gap occurred is particularly problematic since the proposed agenda of the meeting differed substantially from that communicated by a separate letter to the President of NYSNA.



#119 NOTES, VARIOUS MEETINGS

Judith A. Ryan
March 31, 1989
Page Two

I spoke with Linda Shinn about this situation and was advised that the gap in communication was a product of oversight, not intent. However, it should be made clear that a procedural error has in fact generated a difficult and potentially even more divisive situation for all concerned. On other occasions, copies of members' letters to ANA officials have been shared with us, providing an opportunity for the Association to address difficult problems outside of the context of a public meeting.

I sincerely hope that this incident will prompt a careful review of ANA's internal procedures needed to avoid any similar oversights.

Sincerely,

Martha L. Orr, MN, RN
Executive Director

#119 NOTES,
VARIOUS MEETINGS

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

DRAFT

DRAFT

March 31, 1989

Lenora J. McClean, Ed.D., R.N.
Dean
School of Nursing
State University of New York
Stony Brook, New York 11790-8420

Dear Lenora:

Thank you for sending a copy of your February 16 letter to Dr. Lucille Joel, President of the American Nurses' Association. In reviewing the content of this letter, it became quite clear that the tone and content of the letter to Dr. Joel, and that addressed previously to me, conveyed entirely different messages. Also, one could envision two substantively different agenda for the April 10 meeting based upon the brevity of the letter to me and the detailed concerns expressed to Dr. Joel.

Initially, my reaction to the February 17 letter to me was that my participation in this meeting would be a follow-up of our January 18 meeting. However, in your letter to Dr. Joel, you indicated that the Deans specifically wished to explore the potential for forming a new organization of nurses in New York State. Our Board of Directors considers as premature any discussion of potential outcomes of NYSNA's response to the membership issue and to the COAR recommendations; therefore, my participation in this meeting will be confined to a discussion of the proposed recommendations of COAR, concerns of NYSNA about the COAR Report, and on current issues of common concern which we discussed in January.

I have been in conversation with Dr. Joel and she has ^{expressed to me} also ~~determined~~ that any discussion or dialogue about organizational configurations would be unacceptable in the context of this meeting. I trust that you understand our concerns, and I look forward to our continued dialogue.

Sincerely,

Juanita K. Hunter, Ed.D., R.N.
President

cc: Lucille Joel



#119 NOTES,
VARIOUS MEETINGS

Council of Deans of Nursing
Senior Colleges and Universities in New York State

March 21, 1989

Juanita K. Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Juanita:

Is it possible that you did not receive a copy of the attached letter to Lucille Joel?

I look forward to seeing you on the 18th of April.

Sincerely,



Lenora J. McClean, Ed.D., R.N.
President

LJM:jl
attachment

Council of Deans of Nursing
Senior Colleges and Universities in New York State

February 16, 1989

Dr. Lucille Joel,
President
American Nurses Association
2420 Parahing Road
Kansas City, Missouri 64108

Dear Lucille:

I am delighted that you will be able to meet with the Council of Deans on April 18, 1989, 1-4 p.m. at Hunter Bellevue School of Nursing, First Avenue and 25th Street in New York City. I know your schedule is impossible and we appreciate the trouble you have gone to to make this happen.

As we discussed on the phone the two councils of academic administrators, associate degree and baccalaureate and higher degree are, after several years of hard listening and talking, at an unprecedented point of joint communication and cooperation. At our joint meeting on January 20th it was decided to form three sub-groups to explore, 1) future directions of both organizations including our relationship to the New York State Nurses Association and, possibly the American Nurses Association, 2) nursing education curricula of the future, and 3) legislative or other public initiatives we may undertake or support.

On behalf of the Senior Council, my request for a meeting with you to explore future directions of our organization. To be specific, some of our concerns and questions are as follows:

- Nurse educators across the state wish to engage in collaborative planning and ventures (on which we have consensus) that may or may not be consonant with legislative proposals made and supported by The New York State Nurses Association. Since few associate degree academic leaders are members of the New York State Nurses Association there is no forum within the organization for debate and problem resolution. Further, since deans (many of whom are NYNA members) have had little success in having their positions (such as on entry into practice) heard and acted upon by NYNA staff and Board of Directors in the past, there is little optimism that there has been or will be a change in this attitude of singularity.

#119 NOTES, VARIOUS MEETINGS

-2-

Question:

How can we (the two councils) work to promote unity among nurse educators (and all others) when our state professional organization continues to promote divisive programs that limit membership?

At the last annual NYSNA convention it was apparent that the Board of Directors may continue a threat to secede from the American Nurses Association based on their analysis of the Report of the Commission on Organization Assessment and Renewal.

Question:

What is the potential for another organization (such as one that might be formed by the two councils with a broader membership) to affiliate with the American Nurses Association?

Nurse educators are concerned about the expansion of generalist preparation in basic nursing education and will undertake study and proposal of what might be a more rational paradigm linking associate, baccalaureate and master's degree programs.

Question:

What are relationships between future trends in organizational change and future trends in educational changes? Flatly put, can we bring into sync our organizational goals and our educational goals?

I hope these abbreviations of our discussions give you some background so that our questions can serve to focus our discussion.

Dr. Juanita Hunter, President of New York State Nurses Association has been invited as has Jackie Perley, President of the Council of Associate Degree Educators and both plan to attend. I know we will all benefit from your good guidance.

Thank you in advance.

Best regards,

Sincerely,



Lenora J. McCrean, Ed.D., R.N.
Dean and Professor

LJM:jl

#119 NOTES,
VARIOUS MEETINGS

AGENDA #5(b)

Council of Deans of Nursing
Senior Colleges and Universities in New York State

March 21, 1989


Juanita K. Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Juanita:

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I look forward to seeing you on the 18th of April.

Sincerely,


Lenora J. McClean, Ed.D., R.N.
President

LJM:jl
attachment

#119 NOTES, VARIOUS MEETINGS

Council of Deans of Nursing Senior Colleges and Universities in New York State

February 16, 1989

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American Nurses Association
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Kansas City, Missouri 64108

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#119 NOTES, VARIOUS MEETINGS

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Thank you in advance.

Best regards,

Sincerely,

Lenora J. McClean

Lenora J. McClean, Ed.D., R.N.
Dean and Professor

LJM:ji

American Nurses' Association, Inc.

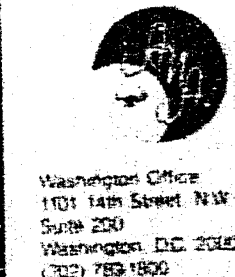
2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-6720

Fax: (816) 471-4903

Lucille A. Joel, Ed.D., R.N., FAAN
President

Judith A. Ryan, Ph.D., R.N.
Executive Director



May 2, 1989

Juanita K. Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Juanita:

I am responding to your letter of March 31 expressing concerns about my meeting with the Council of Deans of Nursing: Senior Colleges and Universities in New York State.

First, I want to reiterate that the purpose of the meeting conveyed to me originally was very different from the follow-up letter. Upon receipt of the letter I called Lenora McClean to clarify the purpose of the meeting and asked her to encourage the deans to work through any problems or disagreements directly with NYSNA.

It is indeed ANA's practice to touch base with any SNA prior to accepting an invitation to speak/work within the boundaries of a particular state. It is also ANA's policy to include a quarterly notice to SNA's of all visits to states by ANA officials and staff. I am sorry this commitment did not appear on the schedule.

I am pleased at the outcome of the meeting. I am also pleased that we attended the meeting together to show a united front.

Sincerely,

Lucille

Lucille A. Joel, Ed.D., R.N., F.A.A.N.
President

LAJ:ksp:754
5/2/89

cc: Martha L. Orr, M.N., R.N.
Executive Director
New York State Nurses Association